

WHISTLEBLOWING CHANNEL

WHAT TO REPORT



- Health & Safety (*working environment, work or sexual harassment, discrimination, human rights, etc.*)
- Fraud (*misappropriation of company money, product, goods or any other asset.*)
- Conflict of interest (*decision making based on accepting or offering favors, personal and/or professional advantages for oneself or others, taking advantage of one's position in the company or information to which one has access.*)
- Bribery (*accepting or giving money, favors or benefits from public or private persons or companies to obtain personal or company benefits in an illegal manner.*)
- Financial or Non-Financial Information (*falsification or alteration of financial or non-financial information used internally or externally.*)
- Damage to the environment (*violation of environmental laws, regulations or procedures.*)
- Other (*violations of laws, code of ethics, policies, regulations; serious irregularities; disclosure of confidential or privileged company information, etc.*)

WHAT NOT TO REPORT



- Compliance of personal nature, gossip/rumors about facts that do not constitute misconduct or violations.
- Work-environment situations than can be managed internally with your team, within your store or with your HR department.
- Communications relating to customer complaint related to our products and / or services. For this purpose, please contact our [Customer Care](#).
- False accusations made against third parties and, in general, deliberately inaccurate information.
- Non-good faith reports.

